



Reference: *Accreditation Standard III.A.1*

A. Faculty

The college faculty member is responsible for effective performance in the following areas:

1. General Scope of Responsibilities

- a. Excellence in teaching and instruction
- b. Maintenance of professional growth and academic currency
- c. Carrying out area, departmental and/or program responsibilities
- d. Contribution to the District as a whole in the form of college-wide service
- e. Service to the local community (optional)

2. Teaching and Instruction

The following duties are normally required of all faculty members. Certain duties are common to the everyday operational needs of the College/District while other activities may be required on an as needed basis. All of the duties, however, are common requirements at various times for faculty positions.

- a. Be aware of and support the mission, vision, philosophy and objectives of the District as expressed in the college catalog.
- b. Maintain a high level of competency in assigned areas of responsibility.
- c. Be courteous to and approachable by students.
- d. Incorporate methods and activities in communicating with students that recognize, incorporate, and are sensitive to the needs of a diverse student body.
- e. Show enthusiasm for the job duties.
- f. Maintain prudent and reasonable supervision of students at all times while in charge of a class, laboratory, shop, field trip, or authorized college activity.
- g. Maintain confidentiality of student records as required by the California Education Code and FERPA (Family Educational Rights and Privacy Act).
- h. Assist in the enforcement of college rules and regulations pertaining to student conduct.
- i. Devote fulltime attention and effort to assignments and refrain from engaging in any employment, activity, or enterprise, which has been determined to be inconsistent, incompatible, or in conflict with duties as a College/District certificated employee.
- j. Meet and assist students during office hours or by appointment or at other reasonable times.

- k. Plan, initiate, and carry through curriculum improvements including revising and updating course outlines, content, and materials according to established West Hills College curriculum procedures, including the development of Student Learning Outcomes, assessment, and utilization of improvements. Develop new courses and programs according to curriculum policy and procedures.
 - l. Initiate and/or participate in overall department-wide program development, maintenance, evaluation, program review, revision and/or expansion.
3. Professional Growth and Currency
- a. Faculty members are required to show examples of activities that demonstrate a pattern of academic, professional, and/or technical updating or currency, including an understanding and sensitivity to the diverse population of students and staff of the College/District. This can be accomplished through the Professional Development Goals/Plans Form for Tenured and Non-Tenured Faculty required in the evaluation process.
4. Learning Area/Program Responsibilities
- a. Is knowledgeable about and abides by District policies and procedures. This includes the accurate and timely submission of all reports, grades, and paperwork.
 - b. Provide the administration with maximum advance notice of both the beginning of an absence and the return to duty.
 - c. Meet deadlines and time targets.
 - d. Assist in class scheduling.
 - e. Assist in the hiring process by serving on hiring committees as requested.
 - f. Provide assistance and help to other instructors.
 - g. Coordinate plans and activities with colleagues, administrators, learning areas, and other personnel as necessary.
 - h. Work with faculty and other appropriate personnel on college-related problems that require special attention.
 - i. Order instructional materials, equipment and textbooks with sufficient lead times in accordance with established College/District procedures.
 - j. Provide information for the development of budgets.
 - k. Monitor expenditures to keep within authorized budget spending appropriations as necessary depending on department structure and procedures.
 - l. Assist in preparing the annual budget as set forth in established District policy and procedures by providing input to the appropriate college-level budget committee.

- m. Exercise good judgment and proper care in the use of and/or management of facilities, equipment and supplies, observing security precautions for the protection of such equipment.
- n. Report to administration observed defects in the buildings, fields, furniture, or equipment, which might jeopardize the comfort, health, or safety of students or others.
- o. Attend assigned meetings as requested including faculty meetings, department meetings, and other meetings called by authorized personnel unless excused by the person calling the meeting or by the President.
- p. Work well with peers, classified staff and administration.
- q. Participate in outside of class duties and responsibilities.
- r. Is on campus or at an off-campus site each duty day as set forth in the District calendar, exceptions to be approved by the administration.
- s. Maintain office hours per Article 6 of current Collective Bargaining Agreement.
- t. Give prompt attention to all bulletins and announcements from administrative offices and comply with regulations thus issued. Authorized methods of communication include, but are not limited to: e-mail, campus mail, district portal, MyWestHills, U.S. Postal Service, and meetings.
- u. Keep informed on procedures to be followed in case of emergencies such as fire, earthquake or other emergency, disaster or accident.

5. College-Wide Service

College-wide service can be accomplished in a variety of ways. Each faculty member has his/her individual strengths, preferences, interests, and time available. It is expected that each person will choose activities that reflect these strengths, preferences, interests, and time available. The following list of duties is not all-inclusive:

- a. Volunteer to serve on committees and/or serve on committees and project teams when requested.
- b. Serve as a sponsor to student clubs and organizations.
- c. Participate in participatory governance.
- d. Participate on special project teams or ad hoc committees.
- e. Serve as a faculty advisor to students designated by the administration who need assistance in an area for which an instructor has expertise.

6. Community Service (optional)

- a. The District values and encourages the contributions made to the faculty member's local community; however, such contributions are at the option of the instructor and are not a formal requirement of the position.

B. Instructors

The classroom instructor is responsible for effective performance in the following areas:

1. Plan for and be continually well prepared to teach.
2. Provide organized delivery of instruction.
3. Provide instruction consistent with the goals and content of the official course outline and utilizing the current approved texts for each course taught.
4. Use effective motivation to create a personal desire in students to learn the subject/skill(s) as it relates to the course outline.
5. Use standards of student evaluation that are clear, fair and followed consistently throughout the course.
6. Make systematic evaluations of student progress consistent with established instructional objectives.
7. Require levels of instructor and student effort sufficient to the mastery of the subject/skills in the course.
8. Grade and return student assignments and tests in a reasonable period of time.
9. Make effective use of teaching aids and materials required of student (e.g., texts, manuals, etc.).
10. Prepare complete syllabi for all courses taught which should follow the guidelines established by the Academic Senate. Syllabi must be provided to students during the first week of class, preferable at the first class session.
11. Be present in the classroom during the time classes are officially scheduled, exceptions to be approved by the administration.
12. Give final examinations as announced in the published examination schedule, exceptions to be approved by the administration.
13. Keep accurate records on attendance and grades and submit, on time, attendance reports, grade record books, and other records and certifications required by the various administrative offices.
14. Take appropriate action to ensure that students in his/her classes are only those who have been admitted in accordance with college procedures. However, guests not intending to enroll in a class for credit may attend class session by instructor permission.
15. Coordinate course content and methods with other teachers in the program/discipline.
16. Teach classes as assigned and scheduled by the administration (after consultation with the instructors).

C. Counselors

The following duties are representative of the kinds of expectations that are normally required of a West Hills College counselor. Certain duties are common to the everyday operational needs of the College/District while other activities may be required on an as needed basis. All of the duties, however, are common requirements at various times for full-time counseling positions.

1. Provide academic, vocational and limited personal counseling to students on an individual basis.
2. Provide group counseling for the accomplishment of specific objectives.
3. Assist in other areas as assigned by the administration.
4. Assist in the planning and implementation of registration.
5. Assist students with other campus services including but not limited to, assessment, job placement, and other programs as appropriate.
6. Assist in the implementation of the College's Matriculation Plan, including new student orientation.
7. Provide transfer services and assist students in making the transition to other institutions and programs.
8. Assist administration in developing the counseling, outreach, and recruitment plan and schedule.
9. Assist in the preparation of information and publications for counseling, outreach, and recruitment.
10. Assist students with petitions for graduation.
11. Establish and maintain communication with the various instructional divisions, the administration and the staff of the College/District.
12. Establish and maintain communications with the high schools served by the College/District.
13. Establish and maintain communications with community agencies that can serve our students.
14. Plan and conduct outreach activities at service area high schools and other special locations and events.
15. Participate in recruitment efforts and activities and follow-up.
16. Conduct placement testing and orientation for students.
17. Develop educational plans for students and track their progress through follow-up.
18. Assist with special projects such as research and special programs as they pertain to the counseling/advising function.
19. Keep current with developments and changes in his/her field.
20. Incorporate methods and activities in the counseling process that recognize, incorporate, and are sensitive to the needs of a diverse student body.
21. Show enthusiasm for the counseling function.
22. Become proficient in using the District Management Information System in performing job duties.
23. Keep accurate records required by the various administrative offices.
24. Coordinate job duties with other counselors.
25. Maintain a work schedule as determined by the CBA and assigned by administration.

D. College Librarians

The following duties are representative of the kinds of expectations that are normally required of a West Hills College librarian. Certain duties are common to the everyday operational needs of the District while other activities may be required on an as needed

basis. All of the duties, however, are common requirements at various times for faculty positions.

1. Assist the faculty, staff and students in the use of print, electronic, and automated library sources.
2. Develop and teach information-seeking skills to faculty, staff, and students. With the assistance of faculty, plans and coordinates library resources in relation to new classroom learning.
3. Select and recommend automated, electronic and print sources for purchase by the library.
4. Write and release procedures for circulating the general collection, reserve, and periodicals collections, and for the utilization of the reference collection.
5. Supervise the organization and management of various library service areas including the Library/Learning Resource Center.
6. Participate in the evaluation of course offerings, including the revision of course descriptions and course outlines.
7. Maintain control of equipment, materials and supplies as assigned.
8. Assist in the selection, training, supervision, and evaluation of Library/Learning Resource Center employees.
9. Represents the library at appropriate local, state, or national meetings.
10. Monitor expenditures to keep within authorized budget spending appropriations as necessary depending on department structure and procedures.

Board approval date: 7/24/01
Revised: 11/13/12
Procedure Number Revised: 6/28/16